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IMPACTS OF INCREASED RETIREMENTS  
OF SENIOR INTELLIGENCE OFFICERS (SIS-6-1)

REFERENCE: Current Proposals to Change the Provisions of Federal Civilian Retirement Systems

1. Background

The Agency's equivalent to civil service's Senior Executive Service (SES) is called the Senior Intelligence Service (SIS) and consists of six levels of senior intelligence officer categories from the most senior executives at grade level SIS-6 down to SIS-1. Grade levels of positions and officers below the SIS level follow the standard government designations of GS-15, GS-14, etc.

The "feeder" or successor pools of officers to replace more senior SIS officers flow from the ranks of the lower SIS levels and future SIS officers are provided from the ranks of the GS-15, GS-14, and GS-13 pools.

The anxieties generated by the announcement of proposed changes to civilian retirement systems are demonstrated by increasing apprehension among employees at all levels in the Agency. Large numbers of employees now eligible to retire, although exempt (grandfathered) from the proposed changes as presently known, are expressing their belief that now is the time to retire while the terms of their retirement and levels of annuities are intact.

2. Impact of Increased Numbers of Retirements of Senior Intelligence Service Officers

The members of the SIS are the most senior operational, analytical, high technology and managerial officers in the Agency. These are the Agency's Deputy Directors, the Associate Deputy Directors, and the major component senior Chiefs of Station, Directors, and Managers. (See Tab A)

At this time some 36% of all SIS officers are currently eligible for voluntary retirement (see Tab B).

Agency management's primary concern is the extremely high percentages of eligibles in the aggregate SIS-5 (66.6%), SIS-4 (57.3%) and SIS-3 (37.9%) levels (see Tab C) with a particular concern for the critical Operations Directorate where 67% of their most senior officers (see Tab D) are eligible.

Should even relatively small percentage increases in retirements take place in their various SIS levels within the same time frames the Agency would be faced with the simultaneous loss of both current incumbents and their potential replacements. Managerial predictability of the numbers and timing of retirements and the orderly development of replacements has been assured under current provisions of the CSR and CIARDS systems.

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The institution of the proposed retirement changes can be expected to result in an increase in retirements of eligibles in the immediate time frame and will severely distort current personnel management plans for the short and long range future.

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SENIOR AGENCY MANAGEMENT ELIGIBLE TO RETIRE  
AS OF 28 FEBRUARY 1983  
BY ALL LEVELS AGENCY TOTAL

<u>LEVEL</u>	<u>TOTAL ON BOARD</u>	<u>TOTAL ELIGIBLE</u>	<u>PERCENT ELIGIBLE</u>
SIS-6	<div></div>		37.5
SIS-5			66.6
SIS-4			57.3
SIS-3			37.9
SIS-2			29.6
SIS-1			<u>28.3</u>
TOTALS			36

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SENIOR AGENCY MANAGEMENT ELIGIBLE TO RETIRE  
AS OF 28 FEBRUARY 1983  
BY LEVEL AND CAREER SERVICE

LEVEL AND CAREER SERVICE	C I A R D S		C S R		T O T A L		
	TOTAL	ELIGIBLE	TOTAL	ELIGIBLE	TOTAL	ELIGIBLE	PERCENT
<u>SIS-6</u>							
Operations							100
Executive							25
Intelligence							0
Administration							100
Science & Technology							0
TOTAL							37.5
<u>SIS-5</u>							
Operations							100
Executive							100
Intelligence							0
Administration							100
Science & Technology							0
TOTAL							66.6

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AS OF 28 FEBRUARY 1983  
BY LEVEL AND CAREER SERVICE

LEVEL AND CAREER SERVICE	C I A R D S		C S R		T O T A L		
	TOTAL	ELIGIBLE	TOTAL	ELIGIBLE	TOTAL	ELIGIBLE	PERCENT
<u>SIS-4</u>							
Operations							95.5
Executive							60
Intelligence							7.7
Administration							70
Science & Technology							0
TOTAL							57.3
<u>SIS-3</u>							
Operations							66.7
Executive							22.2
Intelligence							25
Administration							36
Science & Technology							16
TOTAL							37.9

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SENIOR AGENCY MANAGEMENT ELIGIBLE TO RETIRE  
AS OF 28 FEBRUARY 1983  
BY LEVEL AND CAREER SERVICE

LEVEL AND CAREER SERVICE	C I A R D S		C S R		T O T A L		
	TOTAL	ELIGIBLE	TOTAL	ELIGIBLE	TOTAL	ELIGIBLE	PERCENT
<u>SIS-2</u>							
Operations							60
Executive							26.1
Intelligence							9.5
Administration							40
Science & Technology							10
TOTAL							29.6
<u>SIS-1</u>							
Operations							53.3
Executive							0
Intelligence							6.7
Administration							20
Science & Technology							11.8
TOTAL							28.3

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SENIOR AGENCY MANAGEMENT ELIGIBLE TO RETIRE  
AS OF 28 FEBRUARY 1983  
BY ALL LEVELS BY CAREER SERVICE

<u>CAREER SERVICE</u>	<u>TOTAL ON BOARD SIS 1-6</u>	<u>TOTAL ELIGIBLE SIS 1-6</u>	<u>PERCENT ELIGIBLE</u>
Operations	<div></div>	<div></div>	67
Executive			33
Intelligence			11
Administrative			41
Science & Technology			11
TOTALS			36

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IMPACTS OF INCREASED RETIREMENTS  
FROM THE SENIOR OFFICER "FEEDER" POOL (GS-15, 14, 13)

REFERENCE: Current Proposals to Change the Provisions of Federal Civilian Retirement Systems

1. Background

The immediate feeder or replacement pool for the Agency's most senior positions (SIS) is the GS-15 officer group. Subsequent upward replacements for the GS-15 losses flow from the GS-14 and in turn the GS-13 pools.

The GS-13 to GS-15 officer groups consist primarily of Directorate Component (Division and Offices) Chiefs, Chiefs of Station in the Operations Directorate, senior analysts in the Intelligence Directorate, senior scientists in Science and Technology and senior administrators in the several offices of the Administrative Directorate.

2. Impact of Increased Numbers of Retirements of Senior Officer Feeder Group (GS-15, 14, 13)

Out of the overall total of approximately  GS-15, GS-14, and GS-13 officers on board, there are  13.3% now eligible to retire.

This overall percentage which may appear tolerable, conceals a serious problem should increased numbers of eligibles choose to retire now, in terms of the internal distribution of very high percentages of eligibles in critical occupational areas in each of the Directorates (See Attachment).

While all of the Directorates are vulnerable to damage, the Operations Directorate has particularly high eligibility among senior operational officers.

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NUMBER OF EMPLOYEES EXEMPTED  
FROM PROPOSED CHANGES IN RETIREMENT SYSTEMS

REFERENCE: Proposal to Increase Voluntary Retirement Age for Non-reduced Annuities

1. Background

This proposal would raise the voluntary retirement age for non-reduced annuities from age 55 to 65 (phased over a ten-year period) for Civil Service Retirement. Exempted from this application would be CSR participants now 55 years of age.

This proposal as presently constituted does not address preferred retirement systems such as CIARDS. OMB however, has indicated their intent to cover preferred systems when legislation is actually drafted.

2. Impact on Agency Employees

Approximately 80% of Agency personnel are Civil Service participants with 20% in CIARDS. Only a very small percentage (approximately 7%) of participants in each system are 55 or older and would be "grandfathered" or protected from the reduction penalties for early retirement. The remaining 93% of the Agency work force would be subject to some degree of reduction beginning in 1984 (5% penalty) should legislation be enacted in 1983.

Employees who become eligible for voluntary retirement two years from now would face a 10% reduction, in three years a 15% penalty and so on. The severity of these penalties would simply preclude early retirement and result in a massive blockage at all grade levels. Promotion headroom would not develop and opportunities for more junior officers to have experiential assignments would dry up.

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